

2022

*Sustainability
Summary*

Commitment to Delivering Sustainable Energy Solutions



At Southern Company^[1], we believe energy connects people, businesses and future generations to countless possibilities and opportunities. Across our family of companies, we are building a brighter future by providing the energy solutions our customers and communities need to live and thrive.

For our company, sustainability means effectively engaging with a broad range of stakeholders to develop strategic solutions that will enable our transition to a new energy economy and create long-term value. Critical to our success, including a net zero future, is an unwavering commitment to delivering clean, safe, reliable and affordable energy while maintaining exceptional service. Our Values – Safety First, Intentional Inclusion, Act with Integrity and Superior Performance – will guide us as we make decisions that impact our customers, communities, employees and the varied stakeholders who have an interest in Southern Company. Join us as we work together for a more sustainable future.

Our 2022 Sustainability Summary serves as a short-form, printable report and road map for stakeholders who want to learn more about priority topics. In addition, this summary provides an update on key initiatives announced through the first nine months of 2023, alignment of our priorities with the United Nations' Sustainable Development Goals (UN SDGs) and access to Southern Company's ESG data, metrics and sustainability reporting frameworks. In keeping with our goal to provide transparency, we aim to publish our sustainability summary on an annual basis. For the latest updates and more in-depth information on our initiatives, please visit the sustainability section on our company website.

[1] In this document, the terms "we," "us" and "our" all refer to Southern Company. Southern Company is a holding company that conducts its business through its subsidiaries. Accordingly, unless the context otherwise requires, references in this document to Southern Company's operations, such as generating activities, greenhouse gas emissions and employment practices, refer to those operations conducted through its subsidiaries.



UN SDG Alignment



Southern Company has mapped our **five corporate sustainability pillars** to the **UN SDG** framework, indicating our alignment with a sustainable future. See page 26 for a more detailed description of our UN SDG alignment.

5 PILLARS	Serve Our Customers	Advance Clean Energy	Lead Through Innovation	Invest in Our People	Elevate Our Communities
<p>◀ Georgia Power clean energy facilities near Augusta, GA</p>	<ul style="list-style-type: none"> 7 AFFORDABLE AND CLEAN ENERGY 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 11 SUSTAINABLE CITIES AND COMMUNITIES 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	<ul style="list-style-type: none"> 6 CLEAN WATER AND SANITATION 7 AFFORDABLE AND CLEAN ENERGY 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 11 SUSTAINABLE CITIES AND COMMUNITIES 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION 15 LIFE ON LAND 	<ul style="list-style-type: none"> 7 AFFORDABLE AND CLEAN ENERGY 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	<ul style="list-style-type: none"> 3 GOOD HEALTH AND WELL-BEING 4 QUALITY EDUCATION 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	<ul style="list-style-type: none"> 7 AFFORDABLE AND CLEAN ENERGY 8 DECENT WORK AND ECONOMIC GROWTH

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New and Notable

ENVIRONMENTAL

- ✓ **Vogtle Unit 3 in service** – the first newly constructed nuclear unit built in the U.S. in more than three decades
- ✓ **Projected clean energy additions**
- ✓ **Updated the Clean Energy section of our website**
- ✓ **Biodiversity Principles published**

SOCIAL

- ✓ Annual **Moving to Equity Report** published
- ✓ **Human Rights Statement published**
- ✓ **Leading Employer accolades from numerous publications including Forbes and DiversityInc**

GOVERNANCE

- ✓ **Leadership transitions reflect robust succession planning processes**
- ✓ **Updated Corporate Values**
- ✓ **Ongoing commitment to transparent policy engagement and advocacy**



Letter from Our CEO

For more than a century, Southern Company has focused on maximizing the value we bring to our customers, communities, employees and shareholders. Through regular, committed engagement, we have developed a stronger understanding of the priorities and expectations they have for us: exceptional customer service, high reliability, affordability, resilience in the face of increasing extreme weather events, environmental compliance and stewardship, consistent financial returns, responsible employment of a 28,000-person workforce, strong community partnerships, innovation leadership and economic development partnership. Effectively balancing these important priorities is key to maintaining the sustainability of our business for years to come.

In the first half of 2023, we announced several senior leadership changes. In addition to my new role as President and CEO of Southern Company, we named new leaders for our three largest subsidiaries – Georgia Power, Alabama Power and Southern Company Gas. As a team, we remain committed to building upon our strong company culture of innovation, resilience and sustainability. In doing so, we’re taking action to meet our customers’ and communities’ needs.

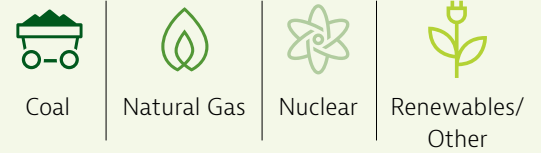
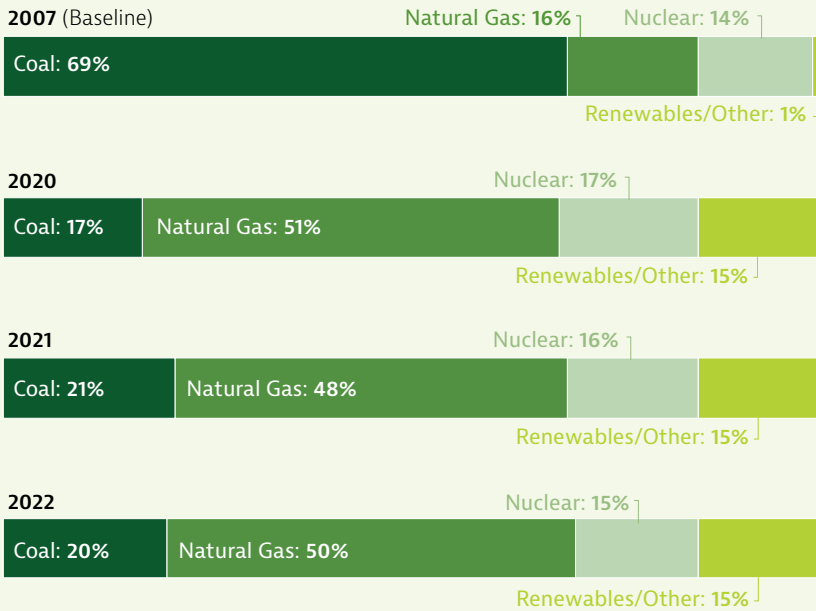
We are One Team, leading as a system

→ We are meeting the evolving needs of the energy industry by developing a qualified, diverse and sustainable workforce to support community growth and inclusive economic development. We focus on having the right people with the right skills who perform their jobs safely to meet current and future business requirements.

We aren't afraid to do big things

→ Since 2007, we have significantly reduced our reliance on coal-fired generation and increased generation from renewables, nuclear and natural gas resources. In 2022, nearly one-third of the electricity generated or purchased by Southern Company

Annual Energy Mix for Electric Generation



- Energy mix percentages include non-affiliate power purchase agreements.
- Renewables/Other category includes wind, solar, hydropower, biomass, and landfill gas.
- Energy mix represents all of the energy the Southern Company system uses to service its retail and wholesale customers. It is not meant to represent delivered energy mix to any particular retail customer or class of customers.
- With respect to renewable generation and associated renewable energy credits (RECs) to the extent an affiliate of Southern Company has the right to the RECs associated with renewable energy it generates or purchases, it retains the right to sell the energy and RECs, either bundled or separately, to retail customers and third parties.

subsidiaries came from clean energy resources, including nuclear, solar, wind, biomass, landfill gas, hydropower and others.

- In July 2023, Vogtle Unit 3 began commercial operation – the first newly constructed nuclear unit built in the U.S. in more than three decades. The in-service date for Unit 4 is projected to be during the first quarter of 2024. Once Unit 4 is complete, these units will provide clean, carbon-free nuclear energy for about 1 million customers in the Southeast.

We have an incredibly bright future ahead of us

- Having reliable and affordable energy is essential, which is why we are focused on making smart investments to provide reliable and resilient service to our customers. Severe weather, changing customer preferences and advancements in technology continue to transform the way we provide energy to those we serve.
- To continue to meet the evolving needs of our customers, we are expanding our product offerings to include an even broader array of energy solutions.

- Our industry-leading Research and Development team has steadfastly pursued emerging technologies, including advanced nuclear, carbon capture, clean hydrogen and energy storage, as we seek additional ways to build a clean energy future.

Effectively aligning our corporate strategy with our commitments to stakeholders requires the attention of our entire leadership team, as well as the Board of Directors. This report summarizes our endeavors and serves as a road map for stakeholders. We look forward to engaging with you on these important issues.

Sincerely,

Christopher C. Womack
President and Chief Executive Officer,
Southern Company

October 2023

Southern Company Overview

Southern Company is a leading energy company known for excellent customer service, high reliability and affordability. We are committed to supporting and improving our communities and the environment at the local level and beyond, while conducting business with honesty, integrity and fairness. Through industry-leading innovation and a commitment to a net zero future, we are delivering sustainable and resilient energy solutions that help drive growth and prosperity. Our uncompromising values put the needs of those we serve at the center of everything we do and govern our business to the benefit of our world.

Southern Company is a holding company that conducts its business through its subsidiaries who serve 9 million customers, including:

Alabama Power, Georgia Power and Mississippi Power: Electric operating companies that provide service to both retail and wholesale customers in the Southeast.

Southern Company Gas: An energy services holding company that provides natural gas through local distribution companies (LDCs) in four states, including Atlanta Gas Light (Ga.), Chattanooga Gas (Tenn.), Nicor Gas (Ill.) and Virginia Natural Gas (Va.), as well as other complementary natural gas businesses.

Southern Power: A leading wholesale energy provider that develops, constructs, acquires, owns and manages power generation assets, including large renewable and energy storage portfolios, to provide wholesale energy in 14 states.

Southern Nuclear: An operator and service provider to the Southern Company system's nuclear power plants and construction manager for Plant Vogtle Units 3 and 4.

Southern Company Services (SCS): A provider of shared services and industry-leading expertise across the Southern Company system. SCS maximizes the value of the system's scale to be efficient, effective and standardized across a wide range of functions.



Effective Governance and Policy Engagement

Sound corporate governance is of utmost importance, and Southern Company's Board of Directors sets high standards for employees, officers and directors. It is the duty of the Board to serve as a prudent fiduciary for stockholders and to oversee the management of our business strategies and related risks and opportunities, including sustainability topics.

→ [Learn more](#)

Board Oversight of Leadership Transition

In early 2023, Southern Company announced a CEO succession plan that was the culmination of a robust succession planning process led by the Board of Directors. The Board selected Christopher C. Womack to succeed Thomas A. Fanning as President and CEO, and Mr. Fanning became Executive Chairman of the Board following the Company's May 24, 2023, Annual Meeting. David J. Grain continues to serve as the Lead Independent Director of Southern Company's Board.

- In 2021, the Board decided to augment its existing succession planning process to facilitate the CEO succession decision and help ensure a smooth leadership transition.
- The Board established an ad hoc committee, the Succession Committee, comprised of independent directors to lead the CEO succession process.
- The Succession Committee considered several factors as part of its robust evaluation process
 - » Identified key skills and expertise desired in a CEO candidate

- » Identified potential internal and external candidates
 - » Conducted extensive interviews with key candidates
 - » Evaluated input from an external leadership advisory consulting firm, including detailed feedback and 360° assessments they had compiled
- In addition to interviews with the Succession Committee, key candidates met with all independent members of the Board. The Board and Succession Committee also continued to gain access and exposure to the candidates through regular Board and committee meetings.

As part of the succession planning process, the Succession Committee also evaluated candidates for leadership roles across the system. In January 2023, the Board announced new leaders of several of our major subsidiaries as part of the Company's succession and management transition plan.

- **Kimberly S. Greene** was named Chairman of the Board of Directors, CEO and President of **Georgia Power**
- **J. Jeffrey Peoples** was named Chairman of the Board of Directors, CEO and President of **Alabama Power**
- **James Y. Kerr II** was named Chairman of the Board of Directors, CEO and President of **Southern Company Gas**



◀ **Christopher C. Womack** was named President & CEO of Southern Company in May 2023



Spotlight: Policy Engagement and Advocacy

As a leading energy company serving many communities through our subsidiaries, it is important to Southern Company's business success to participate in the political process. Having constructive relationships with policymakers allows us to deliver clean, safe, reliable and affordable energy to our customers.

The Inflation Reduction Act of 2022 (IRA), signed into law on August 16, 2022, includes nearly \$400 billion in federal funding to clean energy, with the goal of substantially lowering the United States' GHG emissions by the end of this decade. The funds will be delivered through a mix of tax incentives, grants and loan guarantees, which have the potential to provide substantial benefits to our customers and communities as we seek to reach net zero by 2050.

As this historic legislation was under development, Southern Company engaged with policymakers at the federal and state levels to provide insights on various proposals. We worked with the Administration, Senate and House Leadership, Senate Finance Committee and House Ways and Means Committee to evaluate the feasibility and durability of recommended policies. We also utilized our memberships in third-party organizations such as the Edison Electric Institute,






Nuclear Energy Institute and American Gas Association to help shape the historic clean energy legislation. The primary lens we used to evaluate proposals was whether and how they furthered an affordable, reliable transition to net zero for our customers. Core provisions for which we advocated include:

- Extension of investment tax credits (ITCs) and production tax credits (PTCs) for wind and solar projects;
- Energy storage ITCs; and
- Extension and expansion of the U.S. Internal Revenue Code's Section 45Q Carbon Capture Utilization and Sequestration tax credit

Southern Company and our operating companies will be working in the months and years ahead to leverage key provisions contained in the IRA, as well as the Infrastructure Investment and Jobs Act (IIJA) of 2021, to bring clean, safe, reliable and affordable energy benefits to our customers.

[→ Learn more](#)

Southern Company Sustainability Goals

Goals	2022 Progress
 <p>50% GHG emissions reduction by 2030 relative to 2007 levels <small>Scope 1 emissions, enterprise-wide</small></p>	<p>46% reduction</p>
 <p>Achieve net zero GHG emissions by 2050 <small>Scope 1 emissions, enterprise-wide</small></p>	<p>85M metric tons - annual <i>(down from 157M in 2007)</i></p>
 <p>50% light-duty fleet vehicle electrification by 2030 <small>Goal applies to traditional electric operating companies</small></p>	<p>21% converted to electric</p>
 <p>Invest \$225 million by 2025 to advance racial equity and social justice in our communities</p>	<p>\$76M invested in 2022 \$142M invested since 2021</p>
 <p>Increase our total diverse spend to 30% by 2025</p>	<p>28% total diverse spend</p>

As part of Southern Company’s commitment to engaging with stakeholders, we have committed to additional disclosures, including a review of our greenhouse gas emissions goals, that we expect to publish on our Sustainability website over the 2023-2024 timeframe.



Serve Our Customers

Southern Company is focused on maintaining robust and resilient energy infrastructure that is capable of reliably delivering energy to our customers every day, including during unexpected, high-impact events such as natural and man-initiated disruptions. As we work across the company to enable a net zero transition, we aim to maintain affordability, reliability, resilience and safety for our customers.

Quarterly, Southern Company's Board of Directors reviews key operational statistics that are included in our pay for performance metrics. Parameters we use to evaluate success for our electric operating companies include customer satisfaction scores, forced outage rates, transmission and distribution reliability, availability of zero carbon and renewable generation resources and safety indicators. For our gas utilities, operational goals include leak response performance, system damage prevention and pipeline

replacement projects, all of which promote safety and emissions reductions.

Southern Company's electric utilities have robust processes that help ensure continuous improvement in the provision of reliable and resilient service to our customers. We thoughtfully balance reliability with affordability, with a bias toward maintaining reliability of energy to our customers. Our natural gas utilities continuously monitor and conduct inspections of our systems to help ensure safety, security, reliability, and resilience. Our strong track record of reliability and resilience is supported by:

- State-led **Integrated Resource Plans** (IRPs) that are based on seasonal Target Planning Reserve Margins to better deliver reliable service in all seasons of the year and drive associated resource plans and investments
- Assessments to evaluate resource adequacy requirements for all hours throughout the year, including modeling for extreme weather and climate events
- Design standards for infrastructure hardening to help ensure reliability and resilience
- Comprehensive firm fuel delivery service and multiple fuel suppliers along with a diverse fuel mix

→ [Learn more](#)

Customers at the Center of Our Energy Transition

As Southern Company's businesses evolve, driven by changing economics, customer demand for cleaner energy resources and our net zero objective, it is imperative that we understand the operating characteristics and complexity of a shifting energy mix. We are leveraging both internal and external analyses to help ensure we are well-positioned to meet the needs of our customers.

For our electric utilities, this means working to ensure reliability, resilience and affordability as we transition our generating fleet to lower-carbon sources and deploy advanced, modern technologies and materials across our electrical grid. We are making substantial investments in projects designed to minimize customer disruption under routine and extreme weather conditions.

- In 2022, all transmission line construction projects at Alabama Power, Georgia Power and Mississippi Power were built with concrete or steel structures to enhance resilience and to better withstand severe weather impacts.
- Our operating companies have also invested in fiber infrastructure and automation to create self-healing networks that are improving performance and the customer experience.
- We estimate our electric utilities will invest nearly \$16 billion over the next five years (2023-2027) on grid improvement projects that include capital maintenance and infrastructure replacement, storm hardening, cyber and physical security and undergrounding. Many of our transmission and distribution projects are expected to help facilitate the addition of zero carbon resources.

Holistic Approach to Energy Transition

Industry Initiatives

- ▶ [EPRI Climate READi](#)
- ▶ [EPRI and GTI Energy Low-Carbon Resources Initiative](#)
- ▶ [National Electric Highway Coalition](#)



Internal Analysis

- ▶ Resource and energy adequacy assessments
- ▶ Cost effective decarbonization efforts
- ▶ Fleet resilience enhancements



External Expertise

- ▶ Leverage existing expertise and methodologies
- ▶ Provide local climate data
- ▶ Challenge internal assumptions

For our gas utilities, we continuously monitor and conduct regular inspections of our systems to help ensure safety, security, reliability and resilience, even under times of stress – sustainability is not separate but an extension of these core objectives. Our proactive infrastructure modernization and leak detection and repair efforts are a critical step toward toward Southern Company's goal of reaching net zero by 2050.

- Because of the dedicated efforts of our team to replace legacy infrastructure with state-of-the-art corrosion-resistant pipes, as of the end of 2022, none of the distribution pipeline in our system consisted of cast or wrought iron steel, and only 0.2% was unprotected steel main. Pipeline replacement is recognized today as having the single most significant impact on methane emissions reductions in the industry's distribution segment.
- We are expanding our use of technologies, including drones, satellites, stationary monitors and artificial intelligence-enabled cloud computing platforms, to better detect leaks and measure emissions. We continue to deploy Advanced Leak Detection Technology as part of the core approach for performing safety and compliance surveys in our business districts.
- We have been steadily replacing aging gas transmission equipment and compressor facilities, which improves efficiency and reliability while also decreasing methane emissions.



Spotlight: Winter Storm Elliott

During the Christmas weekend of 2022, Winter Storm Elliott brought historic, extended frigid temperatures across the Southeast that were 20 to 30 degrees below normal in cities across our footprint, including Atlanta, Birmingham and Gulfport. Southern Company's ability to reliably deliver energy to customers when they needed it most was underpinned by the vertically integrated model for our electric utilities that incorporates year-round extreme weather preparedness, winterization design standards and a diverse fuel mix. Our solid operational planning and execution, supported by constructive regulatory policy and measures, facilitated resilient operations for our electric and gas utilities.

Teams across the Southern Company system worked tirelessly 24/7 to reliably serve customers, safely restoring service for approximately 390,000 customers in the wake of strong winds that entered our service territory ahead of the weekend. Despite extreme conditions, our system retained sufficient reserves throughout the event and served a historic hourly December peak load Christmas Eve morning.

The skill and dedication of our employees – combined with prudent reliability-focused investments, procedures, communications and training – were reflected in our effective response to Winter Storm Elliott.

→ Georgia Power crews dealt with wind gusts of more than 50 mph and, during the peak days of the storm, restored service to almost 300,000

customers. The Customer Care team also engaged with approximately 60,000 individual customers while restoration efforts were underway.

- More than 50 Mississippi Power employees and contractors answered a mutual assistance call to help with restoration in Georgia, volunteering to leave on Christmas Eve to go to work and help others.
- Our Southern Power subsidiary also played an important role in system resilience, with its fleet of natural gas generating units achieving a new peak net generation of 7,005 MW on Dec. 24. Southern Power's wind fleet supported customers outside of the Southeast by maintaining greater than 80% availability across the four-day event.
- Southern Company Gas performed exceedingly well in difficult conditions not only in the Southeast but also in Illinois, where wind chill conditions in the Chicagoland area dropped to minus 35 degrees on Christmas Eve. Record daily volumes were delivered in Georgia at Atlanta Gas Light, while Nicor Gas in Illinois achieved its fourth highest delivery volume day.

There were many lessons learned from our Winter Storm Elliott experience that will drive continuous improvement and improved preparedness. In addition, we seek to learn from extreme weather events outside of our service territory that impact our industry.



Advance Clean Energy

Providing clean, safe, reliable and affordable energy to customers is fundamental to Southern Company's mission. Our growing portfolio of zero-carbon resources plays an integral role in helping us meet these objectives as well as our net zero by 2050 goal, which is in direct alignment with the commitments of the [Paris Agreement](#). We are transforming our business as we build a diverse energy portfolio, develop innovative programs and services for our customers, and research new clean energy technologies.

Our primary GHG reduction goals are to achieve 50% reduction from 2007 levels by 2030 and to reach net zero by 2050. We have already made meaningful shifts to decarbonize our business in a relatively short timeframe, and we are mindful of the impact these changes can have on our customers, communities and employees. Our planning process routinely considers a host of factors, including affordability, reliability, safety, environmental impacts and resilience, as well as broader social and economic community impacts.

Elements of Our Clean Energy Strategy

- ✓ Southern Company is committed to **reducing our greenhouse gas emissions**
- ✓ A **Just Transition** for our employees and communities will be imperative
- ✓ We remain focused on advancing **energy efficiency** and **new technologies**
- ✓ Our **Environmental Principles** include meeting all environmental laws and regulations
- ✓ We **practice conservation and promote biodiversity**

→ [Learn more](#)

Goals are enterprise wide, encompassing our equity-share Scope 1 direct emissions from all owned assets.



Net Zero Focus Areas and GHG Reductions

Key to Southern Company's net zero by 2050 transition are:

- Continued assessment of coal-fired generating assets
- Thoughtful use of natural gas
- Further growth in our portfolio of clean energy resources
- Enhanced energy efficiency initiatives
- Negative-carbon solutions
- Continued investment in R&D of clean energy technologies, such as hydrogen

Southern Company is focusing on the full value chain of GHG emissions. We have reduced the number of coal-fired generating units in our fleet from 66 in 2007 to 15 in 2022. Our renewables portfolio continues to grow, and we expect to have approximately 20,000 MW of renewable capacity and storage in 2030.

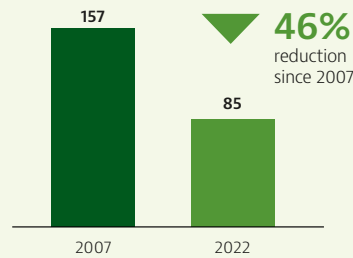
In addition to reducing emissions from operations (Scope 1), we are committed to driving upstream and downstream emissions reductions (Scope 3). We report all relevant sources of Scope 1, Scope 2 and Scope 3 emissions in our annual [CDP Climate Change Disclosure](#). We also obtained limited assurance from Deloitte & Touche LLP for 2022, 2021 and 2020 Scope 1 and 2 emissions, as well as for the 2007 Scope 1 baseline.

For Scope 3 emissions, we are advancing reductions across the value chain.

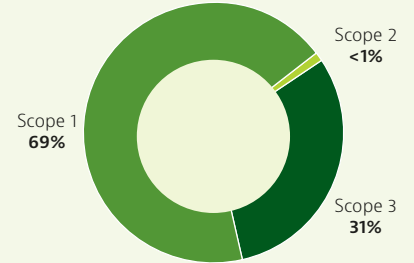
- Founding member of ONE Future, which aims to reduce methane emissions to less than 1% across the natural gas value chain
- Sponsor of GTI Energy's Veritas effort to develop a standardized, science-based, technology-neutral approach to measuring, calculating, and reporting methane emissions
- Committed to seeking natural gas that has been certified to be produced with lower methane emissions
- Expanded our residential energy efficiency programs to include all our natural gas local distribution companies

Southern Company GHG Emissions

2022 Total Scope 1 GHG Emissions
based on equity share



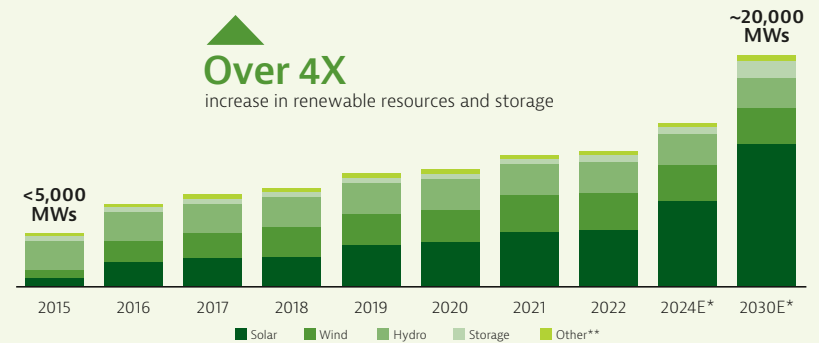
2022 GHG Emissions by Scope
% of total



In 2022, we experienced a slight decrease from our 47% reduction for 2021 due to increased generation associated with higher electricity sales.

Southern Company's GHG emissions are calculated using the equity share approach presented in the WRI/WBCSD GHG Protocol for all its owned assets.

Southern Company System Renewables and Storage Growth



Includes owned and contracted resources including 100% capacity for jointly owned projects. With respect to renewable generation and associated renewable energy credits (RECs), to the extent an affiliate of Southern Company has the right to the RECs associated with renewable energy it generates or purchases, it retains the right to sell the energy and RECs, either bundled or separately, to retail customers or third parties.

*Future estimates include owned and contracted capacity that have received regulatory approval. Additional renewable resources could be added prior to 2030 at Southern Power or at our operating companies, should they be proposed and approved through regulatory processes.

**Other includes biomass and landfill gas.



Spotlight: Plant Vogtle Generating Zero-Carbon Nuclear Energy

Southern Company subsidiary Georgia Power brought Plant Vogtle Unit 3 safely into commercial operation in July 2023. The new unit represents a long-term investment in the state's clean energy future and will provide reliable, emission-free energy to customers for decades to come. Vogtle Unit 3 is the first newly constructed nuclear unit in the U.S. in over 30 years and can power an estimated 500,000 homes and businesses. Vogtle Unit 4 is projected to be placed in service during the first quarter of 2024. **Once all four units are online, the Plant Vogtle site will be the largest generator of clean energy in the nation and support continued growth in Georgia as more industries, businesses and families come to the state.**

- The expansion of Plant Vogtle represents 14 years of work underpinned by the support of strong public and private partners like our partners at the North America's Building Trades Unions. At the height of construction, the project employed over 10,000 people.
- Organizations, policymakers, communities and individuals have stood with us at the local, state and federal levels to complete this new clean energy source to serve electric customers. Providing leadership in our industry and a commitment to safety and quality are in Southern Company's DNA. The milestone expansion at the Vogtle site underscores this legacy.
- Nuclear energy is the only zero-emission baseload energy source available today, offering high reliability and efficient operations around the clock. In 2022, nuclear energy provided approximately 15% of Southern Company's overall energy mix, which we expect to grow with the addition of Vogtle Units 3 and 4. In total, Southern Company will operate eight nuclear units across three sites in Georgia and Alabama.

→ [Learn more](#)

Georgia Power Plant Vogtle ►
expansion project





“

The Plant Vogtle 3 & 4 nuclear expansion is another incredible example of how Georgia Power is building a reliable and resilient energy future for our state,” said Kim Greene, chairman, president and CEO of Georgia Power. “It is important that we make these kinds of long-term investments and see them through so we can continue providing clean, safe, reliable and affordable energy to our 2.7 million customers.

”



Lead Through Innovation

For more than a century, Southern Company has been building the future of energy and developing a diverse portfolio of energy resources. To accomplish this, we invest heavily in research and development (R&D) and innovative energy solutions. We lead the U.S. utility industry in the development, funding and demonstration of innovative research necessary to provide clean, safe, reliable and affordable energy.

Through collaborative research with the U.S. government, national laboratories, universities, research organizations, other utilities and industry, Southern Company's R&D organization drives energy innovation that will enable customers to thrive as the world changes. Our research is facilitating the transition to a clean energy future by exploring a full spectrum of solutions such as:

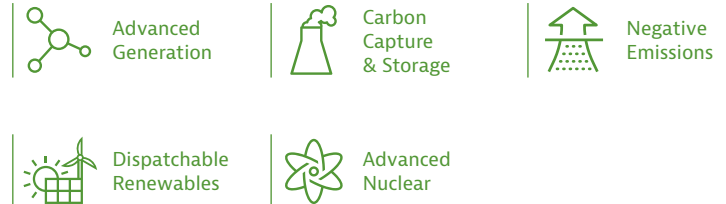
- Carbon capture and storage
- High-potential advanced nuclear technologies
- [Hydrogen](#)
- Energy storage
- Next-generation power delivery
- End-use innovations like Smart Neighborhoods®

In addition to R&D, we invest in early-stage energy technology companies and solutions through entities such as our New Ventures organization and [Energy Impact Partners](#) (EIP).

→ [Learn more](#)

R&D Strategy Roadmap

Develop a Sustainable Energy Future



Provide Delivery, Storage & Distributed Generating Solutions



Support Expanding Customer Needs



Advance the Existing Generating Fleet





Spotlight: National Carbon Capture Center

The National Carbon Capture Center serves as the U.S. Department of Energy's primary carbon capture research facility, finding breakthroughs in next-generation carbon management technologies.

Managed and operated by Southern Company, the world-class facility works with innovators from around the world to accelerate the development and deployment of technologies that reduce greenhouse gas emissions from power plants and industrial sources – and to promote carbon conversion and direct air capture solutions.

- As a neutral test site, we evaluate emerging technologies under real-world operating conditions to propel them toward commercialization.
- Our scope includes carbon capture for point sources like natural gas power generation, plus carbon utilization/conversion and direct air capture.
- To date, we have completed 135,000 hours of testing and evaluated 70+ technologies.

[→ Learn more](#)

◀ National Carbon Capture Center



Invest in Our People

Southern Company is focused on having the right people with the right skills who are trained to perform their jobs safely and ethically to meet current and future business requirements. We are meeting the evolving needs of the energy industry by developing a qualified, diverse and sustainable workforce to support community growth and inclusive economic development. We continue to value productive collaboration with labor unions, skills training for our employees and targeted community and education partnerships. These efforts benefit the communities we serve and help provide sustainable jobs.

We are proud to be recognized for our efforts by organizations such as *DiversityInc* and *Forbes Magazine*. *DiversityInc* has ranked Southern Company as a Top 50 Company for Diversity for eight consecutive years, for our hiring, retention and development of women, minorities, people with disabilities, LGBTQ+ and veterans. *Forbes* has ranked us among America's Best Large Employers and as a Best Employer for Women.

[→ Learn more](#)

Moving to Equity

Southern Company's commitment to equity is centered on real people and their experiences; it's at the core of what we do and why we serve. Whether a long-tenured employee, new hire, community member or board member, connecting the humanity in our differences is paramount in our move to equity and how we build the future of energy. Over the past three years, we have made great strides in advancing our Moving to Equity work.

- Our second annual [Moving to Equity report](#) details the progress and impact we have made across our five equity pillars: Talent, Work Environment, Supplier Inclusion, Civic Engagement and Community Investment and Social Justice.
- We launched our [Boldly Forward website](#) in 2022 to provide more frequent updates on our Moving to Equity work and related initiatives.





Spotlight: Our Human Capital Pillars

Our **Human Capital Pillars** guide our commitment to being a leading employer.

- We believe in, and invest in, the well-being of our employees through a total rewards strategy that includes competitive salary, annual incentive awards for eligible employees and health, welfare and retirement benefits designed to encourage physical, financial and emotional/social well-being.
- Development and retention of our talent is a priority. Our custom internal programs, external partnerships and online resources provide career and leadership development opportunities for employees at all levels, from individual contributors to senior leaders, supporting personal growth and career progression.
- We are proud of our positive relationships with labor unions and support the rights to collective bargaining and freedom of association.
- We support **human rights** and are opposed to all forms of forced labor, child labor and other human rights abuses.
- Our employees, suppliers and partners are expected to act in a manner consistent with **Our Values**, including Safety First, **Our Code of Ethics** and U.S. and international law.



Demographics and Transparency

In 2022, 27,700 employees worked at Southern Company. **Of those employees in 2022, the following is representative:**



27,700

Total Headcount
(99.8% full-time employees)



26%

Women



30%

People of Color



31%

Employees Covered
by Union Agreements



32%

Women as a Percent
of New Hires



46%

People of Color as a Percent
of New Hires



45 yrs. Average Age

15 yrs. Average Tenure



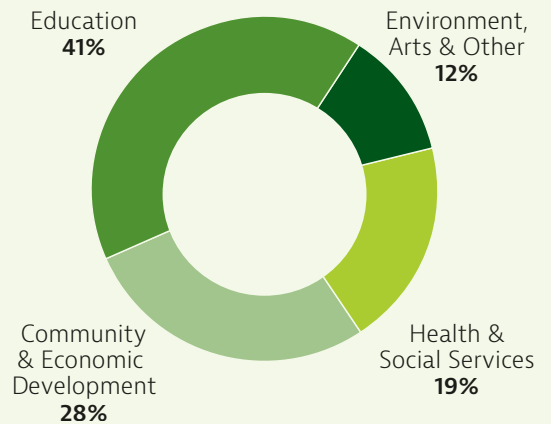
8.9%

Low Turnover Rate
(Majority retirements)

Access Southern Company's aggregate workforce diversity data as supplied through **Form EEO-1**.



2022 System-Wide Giving



~\$120M invested in 2022

Elevate Our Communities

Southern Company is committed to being “A Citizen Wherever We Serve,” meaning our employees are inextricably woven into the communities we are privileged to serve. Our charitable giving, employee volunteer efforts and economic development initiatives are focused on making communities thrive for generations to come.

- Southern Company and our subsidiaries weave together financial grants, philanthropic programs, community board leadership and employee volunteerism to create positive momentum in communities where we serve, live and play.
- In 2022, through our foundations and corporate giving, we invested approximately \$120 million in grants, sponsorships and impact investments across our territories.

- The five-year \$225 million commitment we made as part of our Moving to Equity initiative related to education equity, economic empowerment, criminal justice equity and energy empowerment is consistent with our history of dedicating financial resources to our communities.
- Our operating companies play leadership roles in economic development efforts across the states and regions where we operate. In 2022, our electric and gas operating companies helped to bring record breaking investment of \$35 billion and about 60,000 jobs to our service territories.

→ [Learn more](#)



Spotlight: Boys and Girls Clubs Commitment

Southern Company employees from across our service footprint volunteer with Boys and Girls Clubs of America. Through board service, grant assistance and local and regional event engagement, our employees embody the company's dedication to being a citizen wherever we serve. At Southern Company, we believe everyone deserves the opportunity for a bright future, and Boys and Girls Clubs of America makes that possible by providing safe spaces and opportunities that enable young people to reach their full potential. Examples of our people engaging with Boys and Girls Clubs of America include:

- Stewardship and fundraising support through Southeast Region and local board representation
- Consulting support by Georgia Power on a Department of Energy grant submission aimed at reducing the organization's carbon footprint through energy efficiency
- Leadership committee participation for the Southeast Youth of the Year event, the pinnacle Club leadership award recognizing the leaders of tomorrow
- Mentorship at local chapters focused on facilitating opportunities through goal-setting advice, teambuilding sessions and field trips



Southern Company has been an incredible partner in the Southeast Region, supporting programs like Youth of the Year - Boys & Girls Clubs of America's signature effort to strengthen and support this new generation of leaders, fully prepared to live and lead in a diverse, global and rapidly changing economy. In the 21st-century world and workplace, leadership skills that programs like Youth of the Year instill, such as communication, goal setting and teamwork, are vital to a young person's success. The impact of Youth of the Year is not made possible without the incredible volunteers who devote their time and influence to this important work, which is having a life changing impact on the community.



– Maggie Beaute-Lucien,
National Development Officer, Events

Accolades and Recognition

Approximately 28,000 employees across the Southern Company system work hard every day to deliver on our mission of providing clean, safe, reliable and affordable energy to our customers and the communities we serve. The Superior Performance of these employees and our commitment to Intentional Inclusion has been recognized by a variety of organizations, earning the company awards and recognitions that reflect Our Values and dedication to service.

→ [Learn more](#)



No. 15 overall, top utility



Additional
2023 *Forbes* awards

- Best Employers for Women
- America's Best Employers for Diversity

2023 World's Most Admired Companies *Fortune magazine*

2023 Top 100 Military-Friendly Employer *GI Jobs magazine*

2023 *Newsweek* awards

- America's Greatest Workplaces
- America's Greatest Workplaces for Diversity
- Most Trustworthy Companies in America
 - Southern Company, Georgia Power



2022 Best for Vets: Employers
The Military Times
- No. 1 in Energy-Utilities-Gas-Electric



2023 Top 50 Companies for Diversity
DiversityInc (8th consecutive year)

- No. 1 for Black Executives
- No. 3 for Veterans
- No. 5 for Supplier Diversity
- No. 14 for Executive Diversity Councils



2022 *Wall Street Journal's* Management Top 250 list
Drucker Institute

2023 Top U.S. Utility for Economic Development
Site Selection magazine
- Alabama Power, Georgia Power



2023 Best Places to Work for Disability Inclusion
The Disability Equality Index
- 100% score (7th consecutive year)

2022 CPA-Zicklin Index
Center for Political Accountability
- Political disclosure and accountability
(Trendsetter - 91 score)

2022 A- Score, Climate Change Disclosure for transparency and leadership within the thermal power generation sector
CDP (3rd consecutive year)
- Southern Company



2022 100% Corporate Equality Index Score
Human Rights Campaign
(6th consecutive year)



UN SDG Alignment

Southern Company Alignment with UN Sustainable Development Goals

The United Nations has established a framework of 17 Sustainable Development Goals, which serve as a blueprint for protecting the planet and reaching global peace and prosperity. Sustainable development has been defined as development that meets the needs of the present without compromising the ability of future generations to meet their own needs. These goals are used by countries, companies and organizations to demonstrate progress toward the reduction of poverty and inequalities, preservation of natural resources, promotion of quality education and responsible consumption and innovation for energy and infrastructure.

Our core business as an energy company has the **most direct impact on progress for the goals noted below. Examples are sourced from the 2022 reporting year.**

7 AFFORDABLE AND CLEAN ENERGY



- Southern Company's clean energy resources comprised 30% of the electric generation energy mix in 2022
- Southern Company increased renewable resources in the generation portfolio to 11,100MW in 2022, with 18,000MW expected online by 2030
- Nuclear Plant Vogtle Unit 4 completed cold hydro testing and Unit 3 completed safe loading of fuel¹
- Georgia Natural Gas customers offset more than 100 million pounds of carbon through Greener Life® program
- Mississippi Power Company announced a request for proposals for solar photovoltaic renewable energy projects

8 DECENT WORK AND ECONOMIC GROWTH



- Southern Company published the 2022 Just Transition Report: Engaging with Transparency
- Southern Company scored 100 percent on Disability Equality Index for the sixth consecutive year
- Alabama Power was recognized for workforce development excellence
- Nicor Gas and Evergreen Climate were awarded the 2022 Nicor Gas Multicultural Innovator Award, which supports clean energy startups with a minority founder or CEO, to Kazadi Enterprises

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



- Southern Company and TerraPower completed installation of the Integrated Effects Test, a key milestone in the development of the Molten Chloride Fast Reactor
- Southern Company joined the Hydrogen Council, furthering a commitment to exploring clean hydrogen solutions for an abundant, sustainable, net zero future
- Georgia Power, Mitsubishi Power, and EPRI completed the hydrogen fuel blending test at Plant McDonough-Atkinson

11 SUSTAINABLE CITIES AND COMMUNITIES



- Southern Company spent more than \$4 billion combined for transmission and distribution infrastructure enhancements and the construction of additional zero carbon resources at our electric operating companies
- Nicor Gas and Southern Company partnered with two local Habitat for Humanity affiliates to build energy efficient Smart Neighborhood™ communities in Chicagoland designed to achieve net zero
- Alabama Power received two EEI Emergency Response Awards

13 CLIMATE ACTION



- Southern Company reduced GHG emissions by 46% in 2022 from 2007 baseline, with a short-term 50% reduction goal and a long-term goal of net zero by 2050
- Southern Company obtained third-party verification/limited assurance for Scope 1 & 2 emissions for the reporting years 2022, 2021 and 2020, as well as for 2007 Scope 1 baseline year emissions
- Started operation for the battery-based storage projects at Southern Power's Garland and Tranquillity solar facilities
- Southern Company Gas study identified pathways to net zero maximizing GHG reductions with greatest affordability
- Southern Company Gas' natural gas distribution operation fugitive methane intensity was 0.193% in 2022, well below the ONE Future 2025 goal of 0.44%

Southern Company **less directly impacts** the following goals through employee and community initiatives, and conservation and stewardship.

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



6 CLEAN WATER AND SANITATION



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



15 LIFE ON LAND



¹ Subsequent to the 2022 reporting year, Plant Vogtle Unit 3 commenced commercial operation July 31, 2023.

Key Data, Metrics and Reports

We recognize the value our investors and stakeholders place on transparency, and we are committed to continued enhancements. Our ongoing dialogue with investors and stakeholders helps to inform our disclosures and ensure we are providing meaningful information. As part of our commitment to transparency, we compile an ESG Data Table that includes the data and metrics most applicable to our company and desired by our stakeholders. We also align our reporting with the frameworks commonly used by our industry and in our country of domicile. The links below provide direct access to each document.



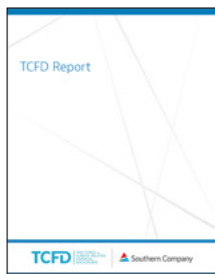
**Southern Company
ESG Data Table**



**SASB
(Sustainability
Accounting
Standards Board) –
Electric Utilities &
Power Generators**



**SASB – Gas
Utilities and
Distributors**



**TCFD Content
Index (Task Force
on Climate-
related Financial
Disclosures)**

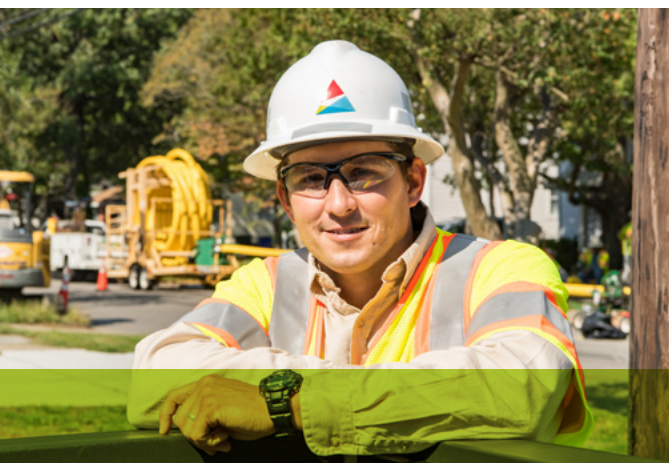


**GRI Content Index
(Global Reporting
Initiative)**



**Southern Company
Gas Sustainability
Executive
Summary**

Policies, principles, company statements and additional topic-specific sustainability disclosures including our net zero, Just Transition, Trade Association and Climate Engagement and CDP Climate Disclosure reports can be found [here](#).



◀ Alabama Power Walter Bouldin Dam

Cautionary Statement Regarding Forward-Looking Information

Certain information contained in this report is forward-looking information based on current expectations and plans that involve risks and uncertainties. Forward-looking information includes, among other things, statements concerning greenhouse gas emissions reductions goals, expected renewable generation growth, future unit retirements or repowerings, projected capital investments and the projected in-service date for Plant Vogtle Unit 4. Southern Company cautions that there are certain factors that can cause actual results to differ materially from the forward-looking information that has been provided. The reader is cautioned not to put undue reliance on this forward-looking information, which is not a guarantee of future performance and is subject to a number of uncertainties and other factors, many of which are outside the control of Southern Company; accordingly, there can be no assurance that such suggested results will be realized. The following factors, in addition to those discussed in Southern Company's Annual Report on Form 10-K for the year ended December 31, 2022, and subsequent securities filings, could cause actual results to differ materially from management expectations as suggested by such forward-looking information: the impact of recent and future federal and state regulatory changes, including tax, environmental and other laws and regulations to which Southern Company and its subsidiaries are subject, as well as changes in application of existing laws and regulations; the extent and timing of costs and legal requirements related to coal combustion residuals; current and future litigation or regulatory investigations, proceedings or inquiries, including litigation and other disputes related to the Kemper County energy facility and Plant Vogtle Units 3 and 4; the effects, extent and timing of the entry of additional competition in the markets in which Southern Company's subsidiaries operate, including from the development and deployment of alternative energy sources; variations in demand for electricity and natural gas; available sources and costs of natural gas and other fuels and commodities; the ability to complete necessary or desirable pipeline expansion or infrastructure projects, limits on pipeline capacity, public and policymaker support for such projects and operational interruptions to natural gas distribution and transmission activities; transmission constraints; the ability to control costs and avoid cost and schedule overruns during the development, construction and operation of facilities or other projects, including Plant Vogtle Unit 4 (which includes components based on new technology that only within the last few years began initial operation in the global nuclear industry at this scale) and Plant Barry Unit 8, due to current and/or future challenges which include, but are not limited to, changes in labor costs, availability and productivity, challenges with the management of contractors or vendors, subcontractor performance, adverse weather conditions, shortages, delays, increased costs or inconsistent quality of equipment, materials and labor, contractor or supplier delay, the impacts of inflation, delays due to judicial or regulatory action, nonperformance under construction, operating, or other agreements, operational readiness, including specialized operator training and required site safety programs, engineering or design problems or any remediation related thereto, design and other licensing-based compliance matters, challenges with start-up activities, including major equipment failure, or system integration, and/or operational performance, continued challenges related to the COVID-19 pandemic or future pandemic health events, continued public and policymaker support for projects, environmental and geological conditions, delays or increased costs to interconnect facilities to transmission grids and increased financing costs as a result of changes in market interest rates or as a result of project delays; the ability to overcome or mitigate the current challenges, or challenges yet to be identified, at Plant Vogtle Unit 4 that could further impact the cost and schedule for the project; legal proceedings and regulatory approvals and actions related to construction projects, such as Plant Vogtle Unit 4 and Plant Barry Unit 8, including Public Service Commission approvals and Federal Energy Regulatory Commission and U.S. Nuclear Regulatory Commission (NRC) actions; under certain specified circumstances, a decision by holders of more than 10% of the ownership interests of Plant Vogtle Units 3 and 4 not to proceed with construction; the notices of tender by Oglethorpe Power Corporation and the City of Dalton of a portion of their ownership interests in Plant Vogtle Units 3 and 4 to Georgia Power, including related litigation; in the event Georgia Power becomes obligated to provide funding to Municipal Electric Authority of Georgia (MEAG Power) with respect to the portion of MEAG Power's ownership interest in Plant Vogtle Units 3 and 4 involving Jacksonville Electric Authority, any inability of Georgia Power to receive repayment of such funding; the ability to construct facilities in accordance with the requirements of permits and licenses (including satisfaction of NRC requirements), to satisfy any environmental performance standards and the requirements of tax credits and other incentives, and to integrate facilities into the Southern Company system upon completion of construction; investment performance of the employee and retiree benefit plans and nuclear decommissioning trust funds; advances in technology, including the pace and extent of development of low- to no-carbon energy and battery energy storage technologies and negative carbon concepts; performance of counterparties under ongoing renewable energy partnerships and development agreements; state and federal rate regulations and the impact of pending and future rate cases and negotiations, including rate actions relating to return on equity, equity ratios, additional generating capacity and fuel and other cost recovery mechanisms; the ability to successfully operate the electric utilities' generation, transmission and distribution facilities, Southern Power's generation facilities and Southern Company Gas' natural gas distribution and storage facilities and the successful performance of necessary corporate functions; the inherent risks involved in operating and constructing nuclear generating facilities; the inherent risks involved in transporting and storing natural gas; the performance of projects undertaken by the non-utility businesses and the success of efforts to invest in and develop new opportunities; internal restructuring or other restructuring options that may be pursued; potential business strategies, including acquisitions or dispositions of assets or businesses, which cannot be assured to be completed or beneficial to Southern Company or its subsidiaries; the ability of counterparties of Southern Company and its subsidiaries to make payments as and when due and to perform as required; the ability to obtain new short- and long-term contracts with wholesale customers; the direct or indirect effect on the Southern Company system's business resulting from cyber intrusion or physical attack and the threat of cyber and physical attacks; global and U.S. economic conditions, including impacts from recession, inflation, interest rate fluctuations and financial market conditions, and the results of financing efforts; access to capital markets and other financing sources; changes in Southern Company's and any of its subsidiaries' credit ratings; the replacement of the London Interbank Offered Rate with an alternative reference rate; the ability of Southern Company's electric utilities to obtain additional generating capacity (or sell excess generating capacity) at competitive prices; catastrophic events such as fires, earthquakes, explosions, floods, tornadoes, hurricanes and other storms, droughts, pandemic health events, political unrest, wars or other similar occurrences; the potential effects of the continued COVID-19 pandemic; the direct or indirect effects on the Southern Company system's business resulting from incidents affecting the U.S. electric grid, natural gas pipeline infrastructure or operation of generating or storage resources; impairments of goodwill or long-lived assets; and the effect of accounting pronouncements issued periodically by standard-setting bodies. Southern Company expressly disclaims any obligation to update any forward-looking information.